



The Mustang Lariat

August 2019
Volume 03

Silver Eagle: CAPT Bill Bindel

Senior Warrant Officer, Navy (SWON) CW05 Steven Scrambling

****Expect new promotion categories to begin CY 20 for FY 21 Selections, NAVADMIN 157/17 PARA 1****

Head OCM's Corner:

Bravo Zulus:

Thank you along with Fair Winds and Following Seas goes out to our departing Silver Eagle, CAPT Bill Bindel (6360) as he is heads into retirement after a very successful 38 year career. I want to welcome our new Silver Eagle, CAPT Dan Rossler (6200).

It is that time again to let you know what is going on in your community. As you know, the last Lariat had several discussion/action items from the LDO/CWO Board of Directors meeting in Pensacola in addition to four other discussion items. Here is where we are in regards to those items. (Updated response in red)

a. Look for a means to source billets beyond a billet to body match (need to include loss for pregnancy, LIMDU, School). OCM has this for action. *This is going to be a long-term project that involves funding so further updates are curtailed until we have had some actual progress or it is deemed unachievable.*

b. Declination by Sailors selected for the LDO/CWO program is on the rise. OTCN will stand up a focus group of new accessions to help leadership understand the reasoning behind the declination. *Each class at OTCN is part of the focus group and we are receiving feedback from all the classes. Below is some feedback from those groups:*

- 1. Six year obligation for CWO, 10 year obligation for LDO too long.*
- 2. Thinking one successful application guarantees the next and attempting to "defer" until the next year's ISPB.*
- 3. Lack of confidence.*
- 4. Detailing to "Needs of the Navy" vice individual/family desires and/or outside of one's comfort zone.*
- 5. Back-to-back sea duty.*
- 6. Family concerns.*
- 7. Taking advantage of a Selective Reenlistment Bonus (SRB).*
- 8. Expecting to make the next higher enlisted promotion*

c. 6230 Sub Engineer Designator is struggling due to a lack of billets (49). A focus group will stand up consisting of members from PERS 41/42 and the OCM shop to discuss a possible merger with the 6130 community. *6230 Leadership has been presented options for improving; eliminating or realigning the designator from PERS 42/OCM and they are taking a look at those options. More to follow.*

d. Discussed CAPT/CW05 Utilization – This is an action item that will need to be staffed with each competitive category detailers and their resource sponsors. OCM staff stands ready to provide assistance as needed. *This is a long-term process that involves the detailers/OCM working with the many stakeholders to include the Budget Submitting Offices (BSOs) (the people who control the money hence the decision). All need to understand that to change a billet from one grade to another involves compensation and funding is extremely tight so this action can take some time to correct. No further updates will be in the Lariat until we have had some actual progress. Action will continue between all involved parties.*

Head OCM's Corner Cont:

e. Discussed the impact on promotions in proposing an increase in the control grades total years of continuous service (YCS). Discussed impact of changing the time in service (TIS) requirements for LDOs from current 8-14 to 10-16 years in relation to increasing overall length of YCS. OCM has for action. *Our cursory look indicated a negative impact on promotion similar to the Unified Legislative Budget proposal the OCM shop submitted back in 2010 to increase LDO LCDRs to 33 years of total service. If we come to another conclusion, we will inform the community.*

f. Is there return on investment (ROI) for the Aviation LDO/CWO designator 6330/7331 to get a Professional Aviation Maintenance Officer (PAMO) pin now that promotions will be by competitive category? Aviation BOD Senior Leadership and detailers/OCM has for action. *There has been no significant movement on this proposal. More to follow.*

Additional items:

a.. Merit Reorder – As you have seen, it started this year and is a true game changer. Merit Reorder only applies to the LDOs due to law that does not allow inclusion of CWO. The Army is looking at proposing a change that will allow inclusion for CWOs.

b. NAVADMIN 126/19 Disestablished the 6320 designator.

c. NAVADMIN 128/19 established the 6290 designator as an off-ramp designator.

d. The proposed merger between the 6160 to 6180 and 7161 to 7181 designators to improve overall health and opportunities has 3 Star approval and NAVADMIN is en route for CNP final approval.

As the LDO/CWO application season winds down to our final two months, I want to remind you that only two people can withdraw a prospective candidate's application, the member and the Commanding Officer. We have received numerous praises on the streamlining of this year's application but that does not mean that we should streamline our review processes. As coordinators and Mustangs, we owe it to the applicant and the Commanding Officers to thoroughly review each and every application for eligibility and accuracy. Doing so will ensure and bring confidence to you, your applicant and the Commanding Officer that you are submitting a board ready package and aide PERS 803 in uploading documents for the board. Even though this year's application submission season is ending soon recruiting never ends, so keep looking for your reliefs. Good luck to your candidates!

Thank you for all that you do in making our community strong and relevant. Ask yourself if what we are doing makes sense and if your answer is no provide my staff or I that feedback for evaluation. Just because we do things a certain way for a long period of time does not make it the best or most efficient. We have to constantly improve and evolve to meet changing mission requirements so again ask yourself if you think we are meeting that objective. Keep charging!



CWO Community Manager:

TUITION ASSISTANCE – We have fielded several questions about the recent changes to tuition assistance (TA) outlined by NAVADMIN 114/19 and how they apply to all officers. Nothing drastic has been implemented; if anything, these new guidelines provide clarity and direction for all personnel to pursue higher education while continuing to grow within their chosen profession within the Navy.

Question: ***With TA being limited now, how important will a degree be for promotion if we are not afforded the opportunity to pursue it?*** All policies currently in place do not prevent a member from pursuing a degree. The new guidelines direct the member to create a sensible degree plan that can be followed and completed in a reasonable amount of time while still performing their duties within the Navy. Mastering your craft, taking those career enhancing tours, earning qualifications and completing a degree all make an impression at the promotion board. Promotion opportunity is fierce as one progress through the ranks and having a degree affords a member the ability to remain competitive.

Question: (From LDOs/CWOs with over 20 years): ***Can I submit to retire if I pay back my TA to get out of the obligated time I still owe?*** You *can* submit to retire, but there is no guarantee that your request will be approved. If an officer decides to voluntarily leave the service (resignation or retirement) and they owe obligated time due to the utilization of TA, the detailee/OCM does not have to let the member go depending on the needs of the service, even if the money is paid back. For officers, the agreement to remain on active duty at least two years following the completion of all courses funded by TA benefits runs concurrent with service contract. This two-year period is not tacked onto the officer's remaining obligated service time, unless TA payback exceeds obligated service.

Contact your detailee or OCM if you have further questions.

Brilliant on the Basics

Question(s): ***As LDOs/CWOs, who besides senior officers do we have to salute? Do we have to salute other JOs (Junior Officers)? Do we salute other LDOs/CWOs? (Yes, these questions and variations have been asked numerous times)***

Salutes are rendered to “ALL” personnel who are senior to your paygrade. This is not a topic of opinion. Below is order of seniority.

Enlisted > WO1 > CWO2 > CWO3 > CWO4 > CWO5 > ENS > LTJG > LT > LCDR > CDR > CAPT > RDML > RADM > VADM > ADM

The actual origin of the custom of saluting is unknown. What we do know is that the hand salute in the U.S. Navy was adopted from the British Navy. It is not a sign of inferiority when junior personnel salute seniors first; it is a military courtesy afforded towards seniors. That is why we ALL salute. Juniors shall salute first, and all salutes received when in uniform and covered shall be returned.

Lead by example...educate your counterparts to hold the standards up and down the chain of command. Do not “let it slide” within the officer ranks and then expect to reprimand the enlisted member, who is following your lead, for doing the same.

We are in the military...Be professional at all times.

Refer to OPNAVINST 1710.7A DEPARTMENT OF THE NAVY SOCIAL USAGE AND PROTOCOL HANDBOOK - ANNEX J, for further enlightenment.

Words from the Silver Eagle

It has been a truly humbling and rewarding experience to have been your Silver Eagle. I will retire 12 August and turnover this immense responsibility to Captain Daniel Rossler, one of our communities most honorable and conscientious leaders. The United States Navy has been particularly awesome to my family. Where else could an 18-year-old work his way through the enlisted ranks to Chief Petty Officer then rise through the officer ranks to the grade of Captain, become the senior Aviation Ordnance man and Silver Eagle.

They can't pay you enough or reward you enough to have that responsibility every day, but I am respectfully grateful for having had the experience.

I've seen better days, but I've also seen worse. I don't have everything that I want, but I do have all I need. I woke up with some aches and pains, but I woke up. My life may not be perfect but I am blessed. With my deepest gratitude, enormous pride, and a humble heart, I bid you farewell. This has been the greatest honor and privilege of my life, and I will always be grateful for having had this opportunity.

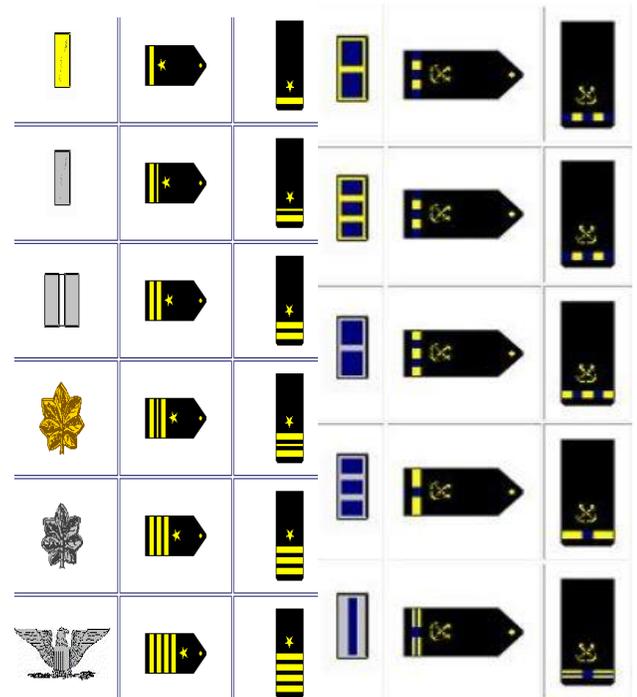
Thank you.

Let's press on!



Are you Promotion Board Ready?

AC/RC LDO/CWO ISPB	9 Jan 20
Active O6 Line	15 Jan 20
Reserve O6 Line	27 Jan 20
Active O5 Line	11 Feb 20
Reserve O5 Line	3 Mar 20
Reserve O4 Line	13 Apr 20
Active O4 Line	18 May 20
Reserve CWO 3/4/5	11 Jun 20
Active CWO 3/4/5	15 Jun 20



Full FY-21 Board Schedule located here:

<https://www.public.navy.mil/bupers-npc/boards/selectionboardsupport/Pages/FY21-Board-Schedule.aspx>

Reserve OCM Corner

Greetings Mustangs! As you may have heard, there has been a turnover at the RC OCM position. As CDR Grose departs for a command tour, we wish him Fair Winds and Following Seas. Going forward, my intentions are to support the initiatives CDR Grose started and continue to guard the health and viability of this great community.

As a LDO/CWO, it is imperative to be an active ambassador for the LDO/CWO community writ large. Actively seek out those Sailors who exemplify superior technical expertise and leadership and encourage them to consider applying to our distinguished community. I need your help in maintaining a steady stream of quality applicants to make us an even stronger force.

I am excited to play a small roll within this incredibly professional and diverse group of officers and be an advocate for LDOs and CWOs in the coming years. Please never hesitate to reach out if you ever have questions.

With Respect,
LCDR Chris Webster
chris.m.webster@navy.mil

Officer Training: Officer Photo Electronic Submission

As of 13 May 2019, Officers can upload their photo through MyNavy Portal (MNP).

- Navigate to <https://my.navy.mil>
- Go to "My Record"
- Then "Other Record Sites of Interest"
- Then "Officer Photograph"

When clicked, an electronic Officer Photograph form (NAVPERS Form 1070/884) opens and photos can be uploaded directly into the form and then submitted to your OMPF! Too easy!

A tutorial for this new application can be found on MNP under the Officer Photograph link. Traditional mailed submissions remain acceptable as an alternative.

NAVADMIN 265/18:

Reinstatement of the Requirement to display the Officer Photograph during selection boards.



Nuclear OCM Corner

Mentorship matters no matter what designator:

Why does the Navy lose so many of our talented enlisted personnel prior to commissioning to the LDO/CWO program? The Navy is not able to meet mission demands if our manning level starts out in a deficit. We lose perspective officers to disciplinary, some to performance and some due to “buyer’s remorse.” Good mentors could curtail many of these issues. Obviously, we cannot prevent everything but if we ensure the selectees understand that small issues left unchecked could potential become non-judicial proceedings or Commanding Officer’s recommendation removal for commissioning. Buyer’s remorse is when the selectee has met all requirements for commissioning but he or she no longer wants to be a commissioned officer. Some of the factors have been the selectee only wanting a very specific duty or only want a specific duty station. Some make Chief Petty Officer and want to stay enlisted.

Good mentors should have some officer experience in the fleet. The Ensign that still has a stack of qualification cards might not be the best example. Mentors should ensure selectees and applicants understand their billet base, that some of the duty stations are located in remote places or that some duty stations only have the opportunity for one tour vice consecutive tours.

Thank you to all those who stepped up to be a Mentor because your efforts significantly help these future officers start out on the right footing. Mentorship does not stop with getting our new officers to OTCN but is also critical to helping overcome many of the first year issues; being a new Naval Officer, struggle in obtaining their officer qualifications or being able to present courses of action to their superiors. As you can tell by my article, we are all in this together so as a team we need to make sure that we have and are good Mentors no matter the paygrade.

LCDR Phillip Davis

School House News

Here at YOUR SCHOOLHOUSE, we strive to leverage a blended approach to the training, education and mentorship of our nation’s newest commissioned officers. The students’ direct engagement with enterprise leaders the likes of the OCM team and class sponsors, as well as individuals on the front end of their leadership journey (CWO2/3, ENS, LTJG), yields a degree of development unlike any other. Accordingly, we strongly encourage all LDOs and CWOs that happen to be passing through the Newport area to contact our staff and investigate the feasibility of engaging this impressive leadership forum – chances are, you’ll get just as much out of the visit as they do!

Current Sponsorship vacancies:

- 20040 - CWO5 - 05 Mar brief;
- 20050 - CAPT and CWO5 - 09 Apr brief;
- 20070 - CWO5 - 18 Jun brief;
- 20100 - CWO5 - 01 Oct brief.

* Prior to reporting, new accessions are highly encouraged to reach out with questions once they’ve had a chance to visit the “Required Paperwork/Items” link at

<https://www.public.navy.mil/netc/NSTC/otcn/ldo.aspx>

*The FY20 Selections Facebook Page is online at

<https://www.facebook.com/groups/294443921240186/>

Although significant strides have been made, administrative steps missed during the process of commissioning and converting our new accessions at their detaching commands continue to yield major quality of life and readiness issues for many of our students. Accordingly, the value of everyone’s efforts in mentoring and assisting our selectees during this daunting, often confusing life transition cannot be overstated. Helping our people navigate common difficulties associated with pay and entitlements as you work to reinvigorate leadership and military fundamentals sets these new accessions up for initial success and operational excellence for years to come. In support of your efforts, the Academy staff is standing by to advise and assist in any way possible.

CDR Zeverick Butts, Director, zeverick.l.butts@navy.mil

Community Managers Road Shows:

Upcoming Road Shows:

CDS-Pacific Northwest-12-16 August 2019

13 Aug 19 - NAS Whidbey

14 Aug 19 - NS Everett

15 Aug 19 - NB Kitsap Bremerton

DID YOU KNOW????

National Defense Authorization Act (NDAA) 19 revised Section 8139 to allow permanent appointment of LDOs who have completed at least 8 years. It was 10.

Now for the timing.

NAVADMIN 275/15 announced permanent appointment of LTJGs and LTs. It also announced termination of enlisted advancements while in a temporary officer status. After release of 275/15, we no longer ask if members wanted to be permanent, we just sent out NAVADMINs. If the members did not decline within 3 days per the NAVADMIN, they had accepted. Since the NDAA was signed after the FY-19 selectees were scrolled, many were scrolled to a temporary status. Their designator ends in 2. These officers will be appointed to permanent JG. Those scrolled after the NDAA was signed are all permanent.

If your
actions
inspire
others to
dream more,
learn more,
do more &
become more,
**YOU ARE A
LEADER.**

- John Quincy Adams

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Community News and Forums: Stay Connected!

NPC Website: http://www.npc.navy.mil/officer/communitymanagers/ldo_cwo

Facebook: <http://www.facebook.com> (Search: LDO and CWO Community Manager Forum)

